# DIRECT SUPPORT PROFESSIONALS ASSOCIATION OF TENNESSEE

Many Caring People, One Strong Voice

Volume 1, Issue 1

Spring/Summer 2005

## DSPAT's Recruiting! Join Now!

pirect Support
Professional Association
of Tennessee (DSPAT)
Director Earl Foxx, Jr. is
friendly, outgoing and lively
and never had a
conversation he didn't like.
Foxx could tell you to "Go to
the devil," and you'd look



forward to it! Who better then, than to head up a major recruiting campaign?

Foxx started his duties in March and hit the ground running. Priority One was a reorganization of DSPAT and increasing

membership. The initial goal was 60 new members a year. That was an appetizer for Earl. Traveling mainly East Tennessee, staging rallies, appreciation events and dinners Foxx has served up a main course of over



a DSP's employer pays the fee. DSPAT is simply a pro-active group working for improved employment standards for DSPs. Some of the benefits are: Access to training and educational opportunities, building the

Foxx has focused mainly on East

Tennessee and is now setting his

sights on Middle and West. The cost

to join DSPAT is only \$10.00 and often

cont. page 8

## SPOTLIGHT SHINES ON YOU!

## State DSPs Getting Recognition Program

Lever feel like you work hard, are dedicated and go the extra mile, but no one appreciates it? Probably more often than not! Now, the Direct Support Professional Association of Tennessee (DSPAT) and the Division of Mental Retardation Services (DMRS) are putting together the Direct Support Professional Recognition Program, which will hand out a healthy dose of "thanks" and "pats on the back."

"What this program will do is show DSPs that they're appreciated and aren't overlooked," said DSPAT Director Earl Foxx. "This is a chance to point out jobs well done. Everyone needs a 'way to go' sometimes, so this should boost

cont. page 2



DSPAT's Danyetta Najoli and Michael Dunn Center's John Clayton discuss memberships.

350 new memberships – 250 in the last three months! Foxx's goal now is 2000 enrollees by the end of the year.

"Hold on to your hats, because this is a whirlwind," said Foxx. "If you're a DSP you need to be a member of DSPAT, plain and simple. All we have to do is point out the benefits of joining the group and it's a no-brainer. People are excited and jumping on the bandwagon!"

#### In This Issue

Uncle Early Wants You!

Spotlight Shines on You!

Training Touch-Up

Quality Assurance Mentoring

Alliance for Full Participation Summit

Fill Err' Up!

What's Cookin'?

Tag-team!

ello to everyone and welcome to the first edition of Directions. This newsletter, which will be issued every other month, is all about and specifically for Direct Support Professionals. It is a strong communication tool and another fine example of the positive developments occurring for our profession in Tennessee.

It was one year ago that I met DMRS Deputy Commissioner Stephen Norris at a conference in Philadelphia. I had the opportunity to visit with him at length and in a very short time I realized he was someone special and would not only be a strong leader for DMRS, but a good friend to Direct Support Professionals.

The deputy commissioner was generous with his time and attentive to me stating my case for DSPs. Not only did he recognize the value of the persons on the frontline, he was sensitive to the difficulties we experienced in relation to wages, training and a general respect for our profession. Deputy Commissioner Norris vowed to work with us and since that first encounter, every step of the way, he has kept his promise.

## **Direct from**



Earl Foxx, Jr., DSPAT Director.

We have a scheduled one hour meeting with the deputy commissioner once a month to address DSP issues. We are represented on the DMRS Advisory Council. There is a new mentoring program which is being implemented, we have a new recognition program and last but not least, increased funding for wages and benefits goes into effect this fall.

Let me tell you friends, this is an exciting time for DSPs. Our

employees' association, Direct Support Professionals Association of Tennessee (DSPAT) is growing at a rapid pace. In the movie "Field of Dreams" the line was, 'If you build it they will come.' With DSPAT it's been 'If you tell them about it they will come.' We've far surpassed enrollment expectations, and I haven't even zeroed in on the western part of the state yet!

It is so great to see our membership skyrocketing! There is strength in numbers and the more members we have the stronger statement we can make for the betterment of DSP employment standards in Tennessee. The quality of life for DSPs is getting better. We must proceed together, continuing to build on our growth.

And you know the wonderful part of all this is that as we improve ourselves the beneficiaries are the persons we support. As we improve, their quality of life improves.

Isn't that what we're all about?

God speed to us all!

Earl Foxx, Jr.
Director, DSPAT

#### **Spotlight...**cont.

spirits and foster pride. This is going to be a major positive for our profession."

The DSP Recognition Program will have four levels, making for frequent and consistent "good jobs!"

#### Here's the Hardware!

- Monthly Awards: 3 winners from each region (West, Middle and East)
- Quarterly Awards: 1 winner from each region
- Above and Beyond Awards:
   9 awards per year covering all regions
- Pat on the Back Awards: 75 awards per year covering all regions

Anyone can recommend a DSP for an award – employers, families, a DMRS employee; anyone who sees that the DSP is doing a "great job." However, that "great job" has some meanings. For a DSP to be nominated for an award the following requirements have to be met:

#### You've Got to be Good!

- · Excellent attendance record
- Volunteers for overtime when needed
- Takes extra training to improve skills
- Exceptional relationship with the person(s) they support
- Supports the person(s) in special activities

#### **DSP Recognition Program**

 Helps build relationships between the person(s) they support and family, friends, church members, etc.

- Has a good relationship with coworkers
- No proven abuse, neglect, exploitation incidents within 12 months
- No more than three accusations of abuse, neglect, exploitation incidents within six months

If the nominated DSP meets the requirements, the DSP is passed along to a selection committee. All information that might identify the DSP is removed.

What does all this do? If DSPs are meeting these requirements then you have a workforce that is about the persons served and one that is truly focused on building the best life possible for those persons.

Recognition Nomination Form on page 11

A Message from DMRS Deputy Commissioner Stephen H. Norris

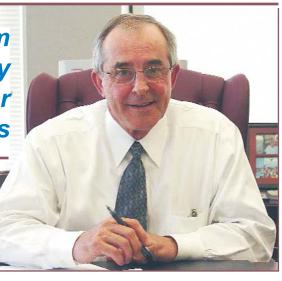
am pleased to have this opportunity and new avenue to address Direct Support Professionals across the state. However, my message is not limited to DSPs, but to all DMRS stakeholders. I want everyone to know the importance and value the DMRS places on DSPs.

For some time my goal has been to take the Direct Support Professional profession in our state to another level. We have addressed many issues already and implemented elements for improvement. Progress is being made, but we are in the early stage of enhancing standards of living for DSPs and there remains much to be done.

Tennesseans with mental retardation and developmental disabilities are the reason we are here. DSPs are the frontline of care for the persons we serve. I do not enter into any discussion or issue any directive regarding DSPs lightly.

Each of us has a job to do. My job is to provide DSPs with the best tools to do their job. We are focusing attention on wages and benefits, education and training, job opportunities and security, communication – all are vital in putting a quality workforce in the field.

While the DMRS is working to enhance the quality of life for DSPs, I put forth a challenge to the DSPs: Take advantage of the advances we are making, capitalize on opportunities and at all times maintain professionalism.



Below, I am listing the Direct Support Professional's Code of Ethics. In the application of services, adhering to this code is paramount. As the DMRS works to elevate the quality of life for DSPs and their ability to execute their responsibilities, the focus must always remain on the people we serve.

We all have a responsibility – to take care of persons who can't take care of themselves. Nothing is more important.

#### The Direct Support Professional's Code of Ethics

**Person-centered supports:** As a DSP, my first allegiance is to the person I support; all other activities and functions I perform flow from this allegiance.

Promoting physical and emotional well-being: As a DSP, I am responsible for supporting the emotional, physical and personal well-being of the individuals receiving support while being attentive and energetic in reducing their risk of harm.

Integrity and responsibility: As a DSP, I will support the mission and vitality of my profession to assist people in leading self-directed lives and to foster a spirit of partnership with the people I support, other professionals and the community.

**Confidentiality:** As a DSP, I will safeguard and respect the confidentiality and privacy of the people I support.

**Justice, fairness and equity:** As a DSP, I will promote and practice justice, fairness and equity for the people I support and the community as a whole. I will affirm the human and civil rights and responsibilities of the people I support.

**Respect:** As a DSP, I will respect the human dignity and uniqueness of the people I support. I will recognize each person I support as valuable and help others understand their value.

**Relationships:** As a DSP, I will assist the people I support to develop and maintain relationships.

**Self-determination:** As a DSP, I will assist the people I support to direct the course of their own lives.

Advocacy: As a DSP, I will advocate with the people I support for justice, inclusion and full community participation.

## Alliance for Full Participation Set for September Summit

The Alliance for Full Participation (AFP), a partnership of leading organizations serving the developmental disabilities field, is hosting a summit in Washington DC September 22nd and 23rd. The title is "Many Voices, One Vision." Nearly 2000 persons are expected to attend the event with their focus being on crafting a new strategic policy and social agenda in support of full participation, and to carry that agenda forward in their communities.

The AFP works to help persons with developmental disabilities and their families realize the promise of integration, productivity, independence and quality of life choices. DSPAT will be well represented at the summit. Look for a complete report in the next issue of Directions.

**DIREC3TIONS** 

## Training Touch-Ap

DSPs Improve Skills in Earning Credential in Community Support Certificate



Family, friends and advocates attended the ceremony.



TNCO Director Robin Atwood addresses the crowd.



Credentialing program graduates.

famous football player from the 1960's, Jerry Kramer of the Green Bay Packers, liked to say, "Be all you can be." Kramer still believes to get the most out of life you should always try to improve, make yourself better.

For DSPs, taking care of persons with mental retardation and developmental disabilities, there could be no better saying to follow. With the Direct Support Professional Association of Tennessee (DSPAT) growing at a fast pace and with the move to improve DSP careers, it is important to know that there is a way for the persons on the frontlines of mental retardation and development disabilities care to improve their skills.

Tennessee Community Organizations (TNCO) offers an educational program for DSPs, which involves credentialing training in community support. It takes about 40 hours to complete the coursework.

What does it do? It improves a DSPs skill in working with clients, teaches all phases of a DSPs job, keeps DSPs updated on information and builds confidence. DSP's learn the fine points in the following areas: Introduction to Mental Retardation and Developmental Disabilities, Philosophy and Rights,

Community Resources Personal Facilitation, Behavioral Supports, Rules and Regulations, Health and Safety and Personal Development.

"We are able to offer this program with the financial help of the Division of Mental Retardation Services (DMRS)," said TNCO President Robin Atwood. "This is the eighth year for DSP training and it has been very successful. There is so much pride involved in a DSP receiving the Credential in Community Support Certificate – for the DSPs and their employers. This is all about bettering yourself, which in turn improves the lives of the persons that are supported."

Last month TNCO honored its latest graduates with a ceremony in Nashville. DSPAT Director Earl Foxx, Jr., himself a graduate, was the featured speaker. DMRS Deputy Commissioner Stephen Norris, a major supporter of DSPs, attended the event.

"It is very rewarding to see the graduates obtain their credentialing certificate," said Norris. "This is an important program with a great many benefits for everyone involved. It is also just one of many ways we are working to improve the careers of DSPs."

## Credentialing Program July Graduates

**Direct Support Professionals Association of Tennessee**Earl Foxx. Jr.

**Down's Syndrome Association** Jennifer Wright

#### **Evergreen Presbyterian Ministries**

Quonisha Hartwell Jennifer A. Hooban Alethea Humphrey Shelia A. Starkey Wendy Storie

#### Hilltoppers, Inc.

Evelyn Adams Krisanda Christie Linda Holdosh Lisa Massengill Sassah Thompson

Impact Centers, Inc. Kimberly Bryant

#### Progress, Inc./DSPAT

L. Danyetta Najoli Alfred LaBlanc

Waves, Inc.
Amy Newell

#### DSPS LEARNING ABOUT QUALITY ASSURANCE PROCESSES

The Division of Mental Retardation Services (DMRS) is providing technical training to DSPs on Quality Assurance. The program is titled "Mentoring Direct Support Professionals in Understanding and Participating in Quality Assurance Processes." The audience is DSPs and their supervisors and trainers, and persons responsible for implementing internal quality assurance systems. Sessions have been scheduled for each region. The Middle Tennessee class was held August 15th.

DMRS Deputy Director of Protection from Harm Richard Shelton and regional Quality Assurance staff, along with Earl Foxx, Jr. and Danyetta Najoli of the Direct Support Professionals Association of Tennessee host the training. They share personal life stories regarding their experiences as Quality Assurance surveyors, as well as other roles they have filled in services and supports for persons with disabilities.

Participants are schooled in quality assurance surveys. A tool, designed by the Middle Tennessee regional office, to assist organizations in mentoring DSPs is distributed.

For questions regarding the sessions contact: Kim Dean at 615-741-7275.

#### Sessions

#### **East Tennessee**

Friday, August 26

Epworth Hall, Cokesbury Center

Knoxville

9:00 a.m. - 12:00 p.m.

#### **West Tennessee**

Tuesday, August 30
Tennessee Department of
Transportation

Jackson

9:00 a.m. - 12:00 p.m.



(Mid-August)

#### **Memphis**

Costco Germantown at Rock Creek (Cordova)

Sam's 8480 Hwy. 64 (Bartlett)
Exxon Austin Peay and Yale (NE)
Exxon Ridgeway and Mt. Moriah (East)
Exxon Poplar and Grove Park (East)
Union 76 Quince and Ridgeway (East)
Citgo Winchester and Old Getwell (South)

Gas Express 2510 North Watkins (North)

Gas Express 2864 Thomas St. (North)

Shell Covington Pike and Raleigh Langrange (North)

#### **Nashville**

Murphy USA Hwy. 49 and Old Clarksville Pike (Ashland City)

Shell Hwy. 70 and Hicks Rd. (West) Citgo 4719 Nolensville Rd. (SE)

Shell Douglas Ave. and Ellington Pkwy. (East)
BP Old Hickory Blvd. and Nolensville Pike (SE)

Mapco Express4190 Nolensville Rd. (SE)Kroger3935 Nolensville Rd. (SE)Kroger3930 Clarksville Hwy. (NW)Circle K4199 Nolensville Pike (SE)

Shell Charlotte Pike and Hillwood (West)

#### Knoxville

Exxon W Broadway and Washington (Maryville)

Lane's Market
Conoco
Sam's Club
Pilot Oil
Kroger

Cosby Hwy. (Newport)
Kingston Pike (Faragut)
Walker Springs Rd. (West)
Northshore Dr. (West)
Clinton Hwy. (Powell)

Marathon
Delta Express
RaceTrac

441 Dutch Valley Dr. and Bruhin Dr. (North)
Chapman Hwy. and Overbrook (South)
4232 Western Ave. and I-640 (NW)

Sunco 6714 Central Ave. and Callahan Dr. (North)

#### Others

Lakeview Mart Hwy. 92 No. & Old Andrew Johnson Hwy. (Jefferson City)

RaceTrac 1565 25th St. NW (Cleveland)

Raceway 25th St. (Cleveland)

BP (Dac's Market) 70 W. 2000 Lebanon Rd. (Lebanon)

Co-Op 107 Babb Dr. (Lebanon)

Conoco Hickory Valley Rd. and Shallowford Rd. (Chattanooga)

ABC Convenience Dodson Ave. and Harrison Pike (Chattanooga)

Raceway Rossville Blvd. and I-24 (Chattanooga)
Murphy USA Hwy. 27 and Harrison Lane (Soddy-Daisey)

Scot Market 817 NW Broad St. (Murfreesboro)
Chevron Volunteer Parkway (Bristol)
Hess's Exit 4 White Pine (White Pine)

Shell Hwy. 68 (Madisonville)

DIREC5TIONS

#### **Breakfast Casserole** (Serves 12)

- 1 lb. sausage
- 1 8 oz. pkg. cheddar cheese
- 1 pkg. frozen hash browns
- 4 eggs

Fry sausage, drain. Grease baking pan. Beat eggs. Combine sausage, eggs, cheese and hash browns and place in pan. Bake 350 degrees for 30 minutes. Sprinkle more cheese on top, add salt and pepper.

"You'll look forward to getting up in the morning with this dish. It serves 12 so you can have it over and over if you want."

Susan Moss, DMRS Community Operations Coordinator

## Meatloaf and Garlic Mashed Potatoes (Serves 4)

#### Meatloaf

- 1? pounds ground chuck
- ? cup soft breadcrumbs
- 1 small onion minced
- ? cup ketchup
- 1 large egg, lightly beaten
- 2 tablespoons Worcestershire sauce
- ? teaspoons salt
- ? teaspoon pepper

Stir together ingredients in a large bowl just until combined. Shape into 4 (4-inch) loaves, and place in a lightly greased 13 X 9" baking dish. Bake at 350 degrees for 45 minutes or until meat is no longer pink in center.

#### **Garlic Mashed Potatoes**

Cook 3 pounds baking potatoes, peeled and quartered, and one teaspoon salt in boiling water to cover 20 minutes or until potato is tender; drain. Coarsely mash potatoes with? cup butter, softened;? cup milk; 2 garlic cloves, pressed; and? teaspoon each of salt and pepper. Transfer potatoes to a serving bowl, and sprinkle with? cup sharp Cheddar cheese.

"A nice, warm meal that will certainly please! Be sure and gargle



afterwards – garlic you know."

Kaye Luton, DMRS Administrative
Services Assistant

#### **Turkey Black Bean Chili**

- 1 pkg. ground turkey
- 1 medium onion (Vidalia)
- 2 pkgs. chili seasoning
- 1 can black beans
- 1 can dark, red kidney beans
- 2 cans diced tomatoes in chili seasoning
- 1 can tomato soup

In large skillet, brown turkey, onion (chopped) and 1 pkg. of chili seasoning together until onion is tender.

In large pot add black beans (do not drain), kidney beans (do not drain), tomatoes, tomato soup, 4 cans water in tomato soup can, and second pkg. of chili seasoning. Bring to medium heat, stirring as needed.

Add turkey and onion mixture.

Slowly bring to a boil, stirring constantly, reduce heat and simmer for at least 40 minutes.

"Think of the cool fall weather which will soon be here, not to mention the winter. This will be perfect!" Kelli McCain, DMRS Compliance Coordinator

## Cherry Chocolate Cake Cake

- 1 package Devil's Food cake mix
- 1 can cherry pie filling

- 1 teaspoon almond flavoring
- 2 eggs, well beaten

Preheat oven to 350 degrees. Mix together and pour into a greased and floured 9 X 13" pan. Bake for 25-30 minutes.

#### **Frosting**

5 tablespoons butter or margarine 1/3 cup of milk

- 1 cup sugar
- 1 cup semi-sweet chocolate pieces

Combine butter, milk and sugar in a saucepan. Bring to a boil and let boil for 1 minute. Remove from heat and stir in the chocolate until smooth. Pour over the hot cake (chocolate will continue to melt).

"Wonderfully sinful! It will make your mouth water as you're fixing it." Pat Nichols, Director, DMRS Quality Assurance

#### **Apple Pudding**

- 1 stick butter
- 2 cups sugar
- 2 eggs
- 1 tsp salt
- 2 cups flour
- 2 tsp baking soda
- 2 tsp cinnamon
- 4 cups diced apples
- 1 cup nuts

Beat butter and sugar. Add eggs. Sift dry ingredients and add. Stir in apples and nuts and bake in ungreased pan at 375 degrees for 45 minutes.

#### Sauce

- 1 cup sugar
- 1 cup brown sugar
- ? cup flour
- 1? cups hot water
- 1 tbsp butter

Bring to boil. Remove from heat and add 1 tsp vanilla.

"Surrender! Resistance is futile." Donna Allen, Director, DMRS Operations

## DSP and Wrestling Loving Consumer Live Life to the Fullest

Seven years ago Marie Turnmyre changed professions. She disassembled a building products sales career and constructed a living as a Direct Support Professional.

"My parents were beginning to have health issues and I needed more time to take care of them," said Turnmyre. "I met someone who was a DSP, which perked my interest. I entered the field for convenience and quickly learned it was my calling."

Cynthia Townsend was born with Down syndrome, mild mental retardation and a large hole between the chambers of her heart, which led to Esienmenger syndrome. Esienmenger develops when blood is diverted from the left side of the heart to the right, increasing blood flow to the lungs, leading to elevated blood pressure or pulmonary hypertension. Cindy, who is 34 years old, has been in foster care since she was eleven. Her parents are active in her life.

Marie is employed with Cumberland Community Options. She began assisting Cindy shortly after becoming a DSP. With Cindy everything revolves around professional wrestling. You might say the ladies' coupling was a match made in heaven. They're a team, a family.

Cindy and Marie.

"We tease, laugh, fuss; we're like sisters or best friends," said Turnmyre. "Cindy is my hero and teacher. She has so much enthusiasm and such a positive outlook on life. I'm constantly reminded about what is valuable and not a day goes by that I'm not inspired."

Cindy with John Cena's championship belt.

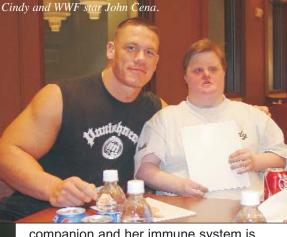
Cindy with John Cena's championship belt.

Cindy talks smack with WWF star Kurt Angle.

Cindy is shy around strangers, becoming a woman of few words. "I love Turn," she says. "We do a lot of things and have fun."

Marie used to take Cindy bowling and to play putt-putt golf. Cindy was even enrolled in a Tai Kwon Do class for persons with disabilities. There were trips to Orlando to Universal Studios and Sea World.

Now each day is a challenge for Cindy. Fatigue is a constant



companion and her immune system is compromised. A sneeze or cough is like an alarm sounding. There are no minor illnesses; a runny nose puts Marie on alert.

"Cindy was hospitalized three times last winter, once in cardiac intensive care," said Marie. We've had to downgrade our activities. Now we go to the movies or out to eat. Instead of Orlando, now its mini trips close to home."

One of those trips was last February. The biggest thrill for Cindy is a nobrainer: Involve her with pro wrestling. Through the Make-A-Wish Foundation Marie was directed to the World Wrestling Federation (WWF) in Stanford, Connecticut. With the help of a very nice public relations official Cindy and Marie received a trip to Memphis for a big WWF event. Backstage passes, Cindy meeting her heroes, great seats – it was the ultimate experience!

"Picture a five year old on Christmas morning," said Marie. "Cindy got autographs, had her picture taken

cont. next page

### **DSPAT Mission Statement**

The Direct Support Professional Association of Tennessee advocates a high standard of care for people with disabilities and encourages training as well as recognition for all direct support personnel. By promoting education and peer connections, we are creating a better caliber work force that will elevate the quality of life for the people we support as well as for ourselves.

#### **DSPAT Goals**

- Enhance the status of Direct support Professionals in Tennessee.
- Provide better access for all DSPs to high quality educational experiences.
- Strengthen the working relationships and partnerships between DSPs, self-advocates, families and others.
- Support the development and implementation of career paths for DSPs.
- Promote systems reform and policy initiatives that provide incentives for educational experiences, increased compensation, and access to career pathways.

### "Golden Rule"

#### **Basic Performance Standards for DSPs**

- Speak to all people politely, as you would like to be spoken to.
- Include all people in conversations; speak with them, not about them.
- Use positive verbal and non-verbal communication; avoid being negative.
- Explain things in ways that people can understand and observe how they receive the information.
- Encourage people to think by asking questions rather than giving commands.
- Teach individuals to do so as much as possible for themselves rather than doing for them.
- Include people in making decisions by providing choices; try not to be bossy.
- Respect differences and an individual's desires, needs, and values.
- Consider seriously the feelings and concerns of others even if they don't seem important to you.
- Listen to each other's point of view, even if upset or involved in a disagreement, and not allow it to affect your behavior.

#### **Uncle Earl...**cont.

status of DSPs, including increased wages, job opportunities, networking and relationship building.

"More things get accomplished when you work together," said Foxx. "Having a large group of people speaking as one is powerful. We want people to join DSPAT and give us their thoughts. We are at the beginning of something very special for our profession in Tennessee. With hard work and the momentum we have going, there's no limit to our future!"

Want to find out more about DSPAT, join or arrange for a DSPAT information session for your group?

Call:
Earl Foxx, Jr.
1-800-835-7077
1-615-248-5878
efoxx@thearctn.org

DSPAT Application Form on page 10.

#### TAG TEAM...cont.

with the guys and got a kiss from her favorite wrestler, Kurt Angel. She knew all the wrestlers and would mimic their mannerisms, which thrilled them. She also could talk-the-talk with them as she knows all the phrases and jargon."

It was a "legit" trip for the ladies. Cindy met her "boys" and got to hold the "strap" (championship belt). A "clean finish" to the nicest gift anyone could receive. Personally and professionally it was very satisfying for Marie.

"I want Cindy to experience as many things as possible. I truly love her, but I also take pride in my job. I'm here to help Cindy have the best life possible. If I'm not focused on that every day, then I'm not doing my job."

From all indications, it's a job well done.

## Direct Support Professionals Association of Tennessee, Inc. A Chapter of the National Alliance for Direct Support

44 Vantage Way, Suite 550 Nashville, TN 37228 615-248-5878 615-248-5879 (Fax) www.dspat.org

#### **Directions**

Directions is a bi-monthly newsletter for Direct Support Professionals.

This first edition was written and produced by the Division of

Mental Retardation Services Communications Office.

For more information contact:

Tony Troiano
Director, Communications
Department of Finance and Administration
Division of Mental Retardation Services
615-253-2236
Tony.Troiano@state.tn.us

"Many Caring People, One Strong Voice"

44 Vantage Way, Suite 550 Nashville, TN 37228 1-800-835-7077 B. Earl Foxx, Jr., Director L. Danyetta Najoli, Chair

#### **DSPAT Membership Application**

Your DSPAT membership includes a member identification card, access to regular DSPAT e-news, job and volunteer opportunities, discounts on Tennessee conferences, and other benefits.

Please check one:  □\$10 DSPAT membership □\$25 Friends of DSPAT □\$50 Supporters of DSPAT □\$51+ Contributors of DSPA	-for p -for a	people who agencies an	do not work i d organization		
Re	gion:	East	West	Middle	
Name:					
Address:				_	
City:	State: 2			Zip Code:	
Home Phone: ( )					
Email Address: (print clearly)					
Agency Name:					
A A 1 1					
Agency Phone: ( )					
Agency Contact Name:					
How did you hear about us?					
Would you like to be contacted	ed when vol	unteer opp	ortunities ari	se? TYES [	□NO
Tell us about yourself. Include other information you wish to		you're wor	xed in the fiel	ld of DD, in w	hat capacity, and any
What talents, gifts, skills, or	services wo	uld you like	to volunteer	?	
Check all that apply:  Contributing stories, reconstruction   Newsletter layout, editing   Volunteer at conferences   Volunteer at membershighed   Speak to groups about   Speak to groups about   Participate in community   Other: Other: Other:	g, writing ares (info & region of the control of th	rticles, etc. istration, gi I campaign onations an aembership activities	reeter, person s (coordinate d contributio enrollment	aal assistants, and promote ons	, speaker's asst.) events, etc.)

www.dspat.org



## "Bulls-eye"

Nomination Form for an

## **OUTSTANDING TENNESSEE DSP**

Do you know a DSP that should be recognized for their hard work and dedication? Please take a moment to nominate this outstanding Direct Support Professional.

Name of Direct Support Professional:				
Agency (if applicable):				
Position/Title:				
Phone Number: ( )				
Tell us about this person and what great things they are doing that qualifies them for recognition.				
Your Name:				
Your relationship to the Nominee:				
Your Phone Number: ( )				